

SOUTHERN AFRICA

Overall program goal

A Southern Africa region of active women, workers, marginalised groups and strong people organisations able to engage with responsive governments in promoting social justice and progressive development to sustain peace and democracy in the region.

Political priority area

Democracy and human rights

Equality and worker's rights

Just transition

Peace and dialogue

Gender equality

Decision makers

1.1 Governments at all levels respect and uphold the Supremacy of constitution.

1.2 Government department leaders prioritises responsive accountability and governance principles in all government departments.

1.3 Government heads of department significantly reduce Public Institution Corruption.

1.4 Parliamentarians agree to regular engagement and dialogue on reforms.

1.5 Parliamentary committees regard and respect Olof Palme Partner organisations as key resource institutions of credible and technically sound information and analysisⁱ.

2.1 Government at all levels ensures the effective implementation of gazetted laws that protect worker's human rights.

2.2 Government at all levels recognises informal workers and ensures they access same benefits as workers in the formal sector.

2.3 Government at national level consults trade unions and worker's rights bodies prior to implementing economic decisions.

2.4 Employers act responsively to incidents of reported Sexual Harassment in the workplace.

3.1 Decision makers are more responsive to environmental and climate issues through just transitionⁱⁱⁱ

4.1 Local councils allow for the smooth transfer of knowledge and skills at office tenure expiration in order to secure gains made.

4.2 Local and national governments initiate and implement measures and laws for non-discrimination and ensure that refugees and migrants are integrated in a fair and dignified manner.

4.3 Politicians and leaders in government able to deal with past atrocities and injustices that divide communities in a sensitive way^{iv}.

5.1 Service providers respond to women's demand for quality, dignified Sexual and Reproductive Health Services.

5.2 Employment councils ensure equal opportunities for men and women in the workplace.

1.6 Duty bearers are more accountable and effective in crafting policies and engage more with partner organisations in policy formulationⁱⁱ.

1.7 Government expressing political will to engage with citizens on Human Rights issues.

2.5 Judiciary system adopt a victim friendly systematic approach.

4.4 Political leaders define the National vision of Peace cohesive communities.

4.5 Government at all levels provides safe spaces for young people in grassroot organisations to raise their aspirations and frustrations.

Actors working in cooperation

1.2.1 CSOs and their alliances engage in participatory democracy processes^v.

1.2.2 CSO(s) are vocal about their demands regarding reducing vulnerabilities and insecurities^{vi}.

1.2.3 CSOs and media houses regularly publish issues of media reform.

1.2.4 NGOs deepen social compact in democratic processes by strengthening their watchdog role.

1.2.5 Civil society come together and strengthen each other to increase meaningful participation in society.

2.2.1 Trade Unions and their partners bargaining for decent wage and improved working conditions.

2.2.2 Partner organisations collaborate with strategic partners to support the reinstatement of worker's rights in full if economy is stable.

2.2.3 Trade Unions and other players lobby employers to negotiate for decent wages.

2.2.4 Trade Unions and CSOs collaborate to organise the informal

3.2.1 CSOs join campaigns and actions on environmental sustainability and just transition as a result of increased knowledge.

4.2.1 NGOs and partners participate in entrenching a culture of tolerance teaching communities to dialogue peacefully.

4.2.2 NGOs and partners raise awareness in the current approach of the SADC and AU where they avoid naming and shaming violators of peace and democracy.

4.2.3 CSOs to raise voice to AU and SADC to demand for governments to be inclusive and democratic.

5.2.1 Women's rights and gender activists create safe spaces for women.

5.2.2 CSO partners strengthen the capacity of Trade Unions in becoming more women friendly.

5.2.3 CSOs to design robust approaches to dealing with violence against gender non-conforming women.

5.2.4 CSOs collaborate to deal with the backlash against gender equality.

5.2.5 Partners collaborate with political parties to

economy workers.

2.2.5 Trade Unions and NGOs prioritise gender equality in National and Regional Agreements.^{vii}

2.2.6 Partner organisations strengthen their political advocacy by engaging labour movements strategically.

2.2.7 CSOs develop strategies that respond to the changing future of work^{viii}.

2.2.8 Trade Unions securing autonomy by ensuring the independence of Trade Unions from Political authorities and business.

ensure they are safe spaces for women to belong and participate in.

5.2.6 Men engage in addressing systemic gender-based violence and sexual harassment and helping them realise the benefits of this change.

Rights-holders

1.3.1 Women, youth and workers demand their rights, as a result of their raised empowerment.

1.3.2 Citizens are able to report corruption without interference.

1.3.3 Citizens actively participate and demand for

2.3.1 Workers experience freedom from victimisation in the workplace.

2.3.2 Workers are aware of their rights and assert them.^{ix}

3.3.1 Citizens have increased knowledge on environmental and climate issues and act upon it.

4.3.1 Citizens assert interests in national peace building initiatives.

4.3.2 Communities demand audience with local council authorities to address service delivery issues in safe dialogue spaces.

5.3.1 Women do not go back to their abuser.

5.3.2 Women recognise and value their contribution to household.

5.3.3 Women speak out and break the silence on Gender Based Violence.

5.3.4 Women approaching health centres to demand

media reforms at
Parliamentary Hearings.

4.3.3 Communities, in particular women and youth, become solution oriented towards progressive development.

and access Sexual and Reproductive Health services.

5.3.5 Women in the workplace know their rights and report violations.

4.3.4 Citizens are able to live in cohesive and tolerant communities in the face of rising extremism, xenophobia and tribalism.

POs

- 6.1 POs are more vocal, actively providing thought –leadership with regards to the development of the society.
- 6.2 POs creates an ideology of shared vision and united front.
- 6.3 POs collaborate and support each other.
- 6.4 POs demonstrate big picture systems thinking in order to be more relevant.
- 6.5 POs engaging with decision makers and rights holders.
- 6.6 POs are showing that they are able to drive effective and sustainable behaviour change.
- 6.7 POs act to increase their knowledge on Just Transition localised to building resilient communities.

ⁱ This is measured by the number of invitations extended to partner organisations to participate in Bill crafting, review and public hearing engagements. Success stories, which can be monitored and documented, will be drawn from narrative reports and sharing during network meetings.

ⁱⁱ For example; local councillors, provincial governors, parliamentarians, senators, mayors, traditional leaders and heads of states.

ⁱⁱⁱ For example: Political leaders, business leaders, traditional and community leaders.

^{iv} There are past injustices, atrocities and extra judicial killings, apartheid, liberation struggle issues not dealt with which the peace building pillar works to address as these withhold progressive development.

^v These participatory democracy processes take place at various levels, be it regional, national, provincial or local community-based ones.

The alliances can also be thematic, regional, national, provincial or local bodies.

vi It is a wide range of issues, among them to speak up against structural violence, geopolitical marginalisation, poverty, human rights violations, which make a lot of the communities in southern Africa vulnerable and insecure.

vii Through the agreements made, adhered to and resources allocated in the implementation of these signed treaties.

viii For a CSOs to be relevant in advancing the rights and positions of workers sustainably, they also need to take into account that the economy is global and that the factors that define the workplace is evolving. CSOs need to be adaptive and strategic in such environment.

ix At output level awareness achieved through the results of the educational training workshops which may of our partners will continue to do. This was to merge both awareness through education/ capacity building and the demonstration of that literacy by taking action in asserting those rights.